

**An Official statistics publication. Publication date: 5 December 2023**

## About this release

### Planned Data Revisions from 30 Sep 2023 to January 2024.

Information on the workforce employed in NHSScotland Psychology Services is sourced from the Psychology Services Workforce database. Data are entered by data providers within each Board. Work is undertaken with NHS Boards each quarter to improve data quality.

We have identified an issue with the Psychology Services Workforce database which has resulted in data inaccuracies as at 30 Sep 2023 and in this release. The data affected are marked with a 'p' and should be treated at this time as provisional data subject to planned revisions.

Planned revisions to the data are scheduled for January 2024, and we will be working with the Boards to amend the data. We expect that the next quarterly release of data scheduled for March 2024 will contain and highlight where these planned revisions have occurred.

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 30 September 2023, on NHSScotland Psychology Services workforce staff in post, vacant posts and staff in training. Figures are presented as headcount (actual number of staff) and whole time equivalent (WTE), which adjusts the figures to take account of part-time working.

## Main Points

### As at 30 September 2023:

- There were a total of 1580.0 WTE (1891 headcount) clinical staff in post. This is 49.2% (521.3 WTE) higher than in September 2016, 6.9% (102.2 WTE) higher than reported 12 months previously, and 1.9% (30.1 WTE) lower than the previous quarter. There were a total of 957.0 WTE (1188 headcount) Applied Psychologists in post. This is an increase of 2.7% (25.0 WTE) from 30 September 2022 but a decrease of 1.2% (11.8 WTE) from 30 June 2023.
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- Over the past 12 months, the number of female staff has increased by 99 headcount (6.5%). Female staff currently contribute 1335.0 WTE (84.5%) of the total 1580.0 WTE within NHSScotland Psychology Services.
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- Overall, 51.1% of posts were part-time at the latest census (by headcount). However, patterns of whole-time and part-time working vary according to gender: 54.6% of contracts for female staff were part-time, compared to 30.8% of contracts for male staff.
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- There were 153.6 WTE advertised vacancies, which is 27.1% (57.0 WTE) lower than 30 September 2022 and 11.5% (20.0 WTE) lower than 30 June 2023. Of these vacancies, 56.1% (86.2 WTE) had been advertised for less than three months, 23.4% (35.9 WTE) for three to six months and 20.5% (31.5 WTE) for longer than six months. The vacancy rate was 8.9%, compared to 9.7% at 30 June 2023 and 12.5% at 30 September 2022.
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- In September 2023, 85 students started training for the Doctorate in Clinical Psychology, 47 at the Edinburgh University and 38 at the University of Glasgow. The average DCLinPsych intake between 2003 and 2023 was 60 trainees per year, 35 at the University of Edinburgh and 25 at the University of Glasgow.
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## Psychology Workforce census data - 30 September 2023



### CLINICAL STAFF IN POST

**1,580.0** Staff in post  
Whole Time Equivalent

**+ 6.9%**  
WTE Increase

over previous 12 months  
(+102.2 WTE)

**- 1.9%**  
WTE Decrease

since last quarterly census  
(-30.1 WTE)



### PROFESSIONAL GROUPS

**957.0** Whole Time Equivalent  
APPLIED PSYCHOLOGISTS

**+ 2.7%**  
Increase

since 30 September 2022  
(+25.0 WTE)

**- 1.2%**  
Decrease

since 30 June 2023  
(-11.8 WTE)



### FEMALE STAFF

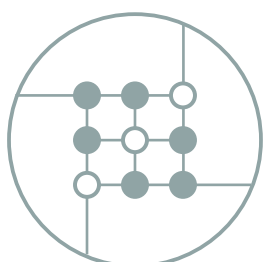
**+99** Headcount  
since 30 September 2022

**+ 6.5%**  
Increase

over previous 12 months



**84.5%**  
of total  
1580.0 WTE



### VACANCIES

**153.6** WTE Advertised vacancies  
as at 30 September 2023

**56.1%**  
(86.2 WTE)

Were advertised for  
less than 3 months

**23.4%**  
(35.9 WTE)

Were advertised  
for 3-6 months

**20.5%**  
(31.5 WTE)

Were advertised for  
longer than 6 months

## Background

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The Scottish Government 10 year Mental Health Strategy 2017-2027 was published in March 2017 (<http://www.gov.scot/Publications/2017/03/1750>). The strategy highlights the need to increase the supply of the workforce and to ensure the skill mix across a wide range of services meets the needs of

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### Further Information

As of 1st October 2019, NHS Education for Scotland (NES) has taken responsibility for some national workforce data, statistical & intelligence functions. A joint [letter](#) [346Kb] by the Chief Executives of NSS and NES, dated 23rd August 2019, details the rationale for the changes and arrangements for the transfer of these functions. Full data are available to download as [Excel Tables](#) or to view in the [Psychology Dashboard](#).

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Publications prior to 3 December 2019 can be accessed via the ISD Workforce publications [page](#).

For related topics, please see the ISD [Mental Health](#) pages.

The next release of this publication will be in March 2024.

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### NES and Official Statistics

NHS Education for Scotland (NES) is NHSScotland's education and training body. It is the authoritative source of information on the people who work for NHSScotland. NES became an accredited provider of Official Statistics in December 2019 and as such this release is produced in accordance with UK Statistics Authority's [Code of Practice for Statistics](#).